

2013 FCC EEO Public File Report for Charter Communications (All)

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: **145**
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: **482**

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State (All)
FCC Unit (All)

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1202427	Field Auditor	Charter.com*	4	2
		Employee Referral	1	1
		Indeed.com*/Direct Employers	1	1
		AOL.com*	1	1
		US VETS*	1	0
		Yahoo.com* / Direct Employers	1	0
		Direct Employers	1	1
1202427 Total			10	6
1204530	Cust Sales & Serv Cntr Rep	Indeed.com*/Direct Employers	2	1
1204530 Total			2	1
1205253	Cust Sales & Serv Cntr Rep	Charter.com*	1	1
1205253 Total			1	1
1205655	Cust Sales & Serv Cntr Rep	Yahoo.com* / Direct Employers	1	1
1205655 Total			1	1
1203545	Business Account Executive	Charter.com*	1	0
		Linkedin* / Direct Employers	1	1
1203545 Total			2	1
1204799	Business Account Executive	CareerBuilder.com*	1	0
		Employee Referral	2	2
1204799 Total			3	2
1303129	Field Auditor	Indeed.com*/Direct Employers	1	1
1303129 Total			1	1
1203682	Installation Trainee	Charter.com*	6	3
		Employee Referral	7	4
		Indeed.com*/Direct Employers	6	0
1203682 Total			19	7
1205919	Installation Trainee	Charter.com*	3	1

1205919	Installation Trainee	Employee Referral	2	1
		Google*	1	0
		America's Career Center	1	0
1205919 Total			7	2
1301648	Installation Trainee	Employee Referral	4	2
		Google*	1	0
1301648 Total			5	2
1302774	Installation Trainee	Employee Referral	1	1
1302774 Total			1	1
1303482	Installation Trainee	Employee Referral	2	1
1303482 Total			2	1
1203676	Field Auditor	Charter.com*	6	1
		Employee Referral	4	2
		Google*	1	1
		Indeed.com*/Direct Employers	2	1
1203676 Total			13	5
1204116	Field Auditor	Charter.com*	3	1
		Indeed.com*/Direct Employers	1	0
1204116 Total			4	1
1205546	Cust Sales & Serv Cntr Rep	Charter.com*	1	1
1205546 Total			1	1
1301269	Cust Sales & Serv Cntr Rep	Indeed.com*/Direct Employers	2	1
1301269 Total			2	1
1302558	Advanced Broadband Installer	Charter.com*	2	1
		Employee Referral	1	1
		Linkedin* / Direct Employers	1	1
1302558 Total			4	3
1205611	Broadband Installer	Charter.com*	1	1
1205611 Total			1	1
1301504	Broadband Installer	Charter.com*	2	0
		Employee Referral	2	1
		Indeed.com*/Direct Employers	2	0
		Simply Hired	1	1
1301504 Total			7	2
1301985	Broadband Installer	Employee Referral	2	2
1301985 Total			2	2
1204093	Broadband Tech I	CareerBuilder.com*	1	0
		Charter.com*	10	4
		Employee Referral	14	5
		Google*	3	0
		Indeed.com*/Direct Employers	2	1
		Simply Hired	1	0
		Direct Employers	2	2
1204093 Total			33	12
1301523	Business Reporting Developer	Employee Referral	1	0
		Indeed.com*/Direct Employers	1	0

1301523	Business Reporting Developer	Linkedin* / Direct Employers	1	0
1301523 Total			3	0
1301527	CB Sales Specialist I	Employee Referral	1	1
1301527 Total			1	1
1302518	CB Sales Specialist I	Employee Referral	2	2
		Linkedin* / Direct Employers	1	0
1302518 Total			3	2
1204030	Channel Sales Manager CB	Charter.com*	2	0
		Employee Referral	4	1
		Indeed.com*/Direct Employers	3	0
		Linkedin* / Direct Employers	3	0
		Monster.com*/Direct Employers	1	0
1204030 Total			13	1
1302630	Construction Coordinator	Charter.com*	1	1
		Employee Referral	1	0
1302630 Total			2	1
1204392	Cust Sales & Serv Cntr Rep	Indeed.com*/Direct Employers	5	1
1204392 Total			5	1
1205252	Cust Sales & Serv Cntr Rep	Indeed.com*/Direct Employers	1	1
1205252 Total			1	1
1302724	Cust Sales & Serv Cntr Rep	Indeed.com*/Direct Employers	2	1
1302724 Total			2	1
1206141	Dir, Technical Operations	Charter.com*	1	0
1206141 Total			1	0
1202855	Direct Sales Rep	CareerBuilder.com*	1	0
		Charter.com*	5	1
		Indeed.com*/Direct Employers	1	1
1202855 Total			7	2
1203451	Direct Sales Rep	Advertisement	2	0
		CareerBuilder.com*	2	0
		Charter.com*	6	0
		Craigslist*	1	0
		Employee Referral	3	1
		Indeed.com*/Direct Employers	3	1
		snagajob.com*	1	0
		Monster.com*/Direct Employers	3	2
1203451 Total			21	4
1204132	Direct Sales Rep	Charter.com*	2	0
		Craigslist*	1	1
		Employee Referral	5	2
		Indeed.com*/Direct Employers	1	0
		Linkedin* / Direct Employers	3	0
		Charter.com	1	0
		Monster.com*/Direct Employers	1	0
1204132 Total			14	3
1204149	Direct Sales Rep	Advertisement	1	1

1204149	Direct Sales Rep	CareerBuilder.com*	1	0
		Charter.com*	9	1
		Craigslist*	1	0
		Employee Referral	4	0
		Indeed.com*/Direct Employers	15	0
		Verdugo Job Center*	1	0
		Monster.com*/Direct Employers	4	0
1204149 Total			36	2
1204553	Direct Sales Rep	Indeed.com*/Direct Employers	2	1
1204553 Total			2	1
1204995	Direct Sales Rep	Employee Referral	1	0
		Monster.com*/Direct Employers	1	1
1204995 Total			2	1
1205287	Direct Sales Rep	Charter.com*	1	1
		Employee Referral	1	0
		Indeed.com*/Direct Employers	1	1
1205287 Total			3	2
1206111	Direct Sales Rep	Charter.com*	1	1
1206111 Total			1	1
1206118	Direct Sales Rep	Employee Referral	3	1
1206118 Total			3	1
1206119	Direct Sales Rep	Charter.com*	1	0
		Employee Referral	2	1
1206119 Total			3	1
1301114	Direct Sales Rep	Employee Referral	1	1
1301114 Total			1	1
1301115	Direct Sales Rep	Employee Referral	1	1
1301115 Total			1	1
1302356	Direct Sales Rep	Advertisement	1	0
		Charter.com*	4	1
		Employee Referral	4	1
		Linkedin* / Direct Employers	2	0
1302356 Total			11	2
1303429	Direct Sales Rep	Charter.com*	1	0
		Employee Referral	1	0
		Indeed.com*/Direct Employers	2	0
1303429 Total			4	0
1304303	Direct Sales Rep	Charter.com*	1	0
		Employee Referral	1	0
		Indeed.com*/Direct Employers	1	1
1304303 Total			3	1
1304304	Direct Sales Rep	Indeed.com*/Direct Employers	1	1
1304304 Total			1	1
1303050	Dispatcher I	Charter.com*	1	1
1303050 Total			1	1
1303912	Dispatcher I	Employee Referral	2	2

1303912 Total			2	2
1302210	Drafter/Designer Technician	CareerBuilder.com*	1	0
		Charter.com*	1	1
		Employee Referral	2	0
		Indeed.com*/Direct Employers	3	0
1302210 Total			7	1
1203031	Field Auditor	CareerBuilder.com*	1	0
		Charter.com*	5	0
		Employee Referral	6	0
		Google*	1	0
		Indeed.com*/Direct Employers	2	0
		Mount San Antonio College	1	0
		Yahoo.com*	1	0
1203031 Total			17	0
1204118	Field Auditor	Charter.com*	1	0
		Employee Referral	3	1
1204118 Total			4	1
1204119	Field Auditor	Charter.com*	1	0
		Employee Referral	1	1
		Indeed.com*/Direct Employers	1	0
		Agency	1	0
1204119 Total			4	1
1303128	Field Auditor	Charter.com*	1	1
1303128 Total			1	1
1203218	Human Resources Generalist I	Linkedin* / Direct Employers	1	0
		Irwindale Job Fair 2012	1	1
1203218 Total			2	1
1203600	Major Account Rep I CB	Charter.com*	1	0
1203600 Total			1	0
1202847	Major Accounts Executive	Employee Referral	2	1
1202847 Total			2	1
1203974	Major Accounts Executive	Charter.com*	1	1
1203974 Total			1	1
1204122	Plant Security Investigator	CareerBuilder.com*	1	1
		Employee Referral	1	0
		Indeed.com*/Direct Employers	4	0
1204122 Total			6	1
1205070	Sr Human Resources Generalist	Indeed.com*/Direct Employers	4	0
		Linkedin* / Direct Employers	3	1
		Simply Hired	1	0
		Monster.com*/Direct Employers	2	0
1205070 Total			10	1
1301793	Sup, Design	Employee Referral	1	1
1301793 Total			1	1
1202854	Sup, Direct Sales I-SFU	Employee Referral	2	1
		Charter.com	1	0

1202854	Sup, Direct Sales I-SFU	Yahoo.com*	1	0
1202854 Total			4	1
1301110	Sup, Direct Sales I-SFU	Charter.com*	1	1
1301110 Total			1	1
1302311	Sup, Technical Ops I	Charter.com*	2	0
		Employee Referral	1	0
		Indeed.com*/Direct Employers	3	0
1302311 Total			6	0
1205000	Warehouse Technician	Charter.com*	1	1
		Employee Referral	3	0
		Indeed.com*/Direct Employers	2	1
1205000 Total			6	2
1205754	Warehouse Technician	Indeed.com*/Direct Employers	4	1
1205754 Total			4	1
1301730	Warehouse Technician	Advertisement	1	0
		Charter.com*	1	1
		Employee Referral	1	0
		Indeed.com*/Direct Employers	4	0
		job.com	1	1
1301730 Total			8	2
1303118	Warehouse Technician	Indeed.com*/Direct Employers	3	1
1303118 Total			3	1
1303492	Warehouse Technician	Indeed.com*/Direct Employers	5	0
1303492 Total			5	0
1303782	Warehouse Technician	Indeed.com*/Direct Employers	1	1
1303782 Total			1	1
1205152	Workforce Admin Technical	Charter.com*	1	0
		Employee Referral	1	0
1205152 Total			2	0
1205834	Workforce Mgmt Technical Coord	Charter.com*	1	0
		Employee Referral	1	1
		Indeed.com*/Direct Employers	1	1
1205834 Total			3	2
1302564	Advanced Broadband Installer	Charter.com*	2	2
		USMC*	1	1
		Monster.com*/Direct Employers	1	1
1302564 Total			4	4
1303275	Advanced Broadband Installer	Charter.com*	6	3
		Employee Referral	2	2
		Direct Employers	1	1
1303275 Total			9	6
1205680	Broadband Installer	Charter.com*	1	1
		Google*	2	2
		Indeed.com*/Direct Employers	1	1
		Caljobs.com	1	0
		Cal State Long Beach Career Center	1	1

1205680 Total			6	5
1301503	Broadband Installer	Employee Referral	1	0
1301503 Total			1	0
1302589	Broadband Installer	Charter.com*	1	0
		Employee Referral	3	0
		Indeed.com*/Direct Employers	2	0
1302589 Total			6	0
1203321	Broadband Tech I	Charter.com*	1	0
		Employee Referral	2	1
		Indeed.com*/Direct Employers	1	1
1203321 Total			4	2
1203957	Cust Sales & Serv Cntr Rep	Charter.com*	2	0
		Employee Referral	1	0
		Indeed.com*/Direct Employers	1	1
1203957 Total			4	1
1202970	Direct Sales Rep	CareerBuilder.com*	1	0
		Charter.com*	5	1
		Indeed.com*/Direct Employers	4	0
		Simply Hired	2	0
		Monster.com*/Direct Employers	2	0
1202970 Total			14	1
1203168	Direct Sales Rep	CareerBuilder.com*	2	0
		Charter.com*	2	0
		Indeed.com*/Direct Employers	1	1
		Simply Hired	1	0
		Monster.com*/Direct Employers	1	0
		Agency	2	1
1203168 Total			9	2
1203446	Direct Sales Rep	CareerBuilder.com*	1	0
		Charter.com*	2	1
		Employee Referral	1	0
		Indeed.com*/Direct Employers	4	1
		Agency	1	0
1203446 Total			9	2
1204150	Direct Sales Rep	Charter.com*	5	1
		Employee Referral	2	2
		Indeed.com*/Direct Employers	1	0
1204150 Total			8	3
1301948	Direct Sales Rep	Charter.com*	2	0
		Employee Referral	1	1
		Indeed.com*/Direct Employers	1	0
1301948 Total			4	1
1302368	Direct Sales Rep	Charter.com*	5	1
		Employee Referral	3	0
		Agency	1	1
1302368 Total			9	2

1204543	Field Auditor	Google*	1	1
		Indeed.com*/Direct Employers	3	0
1204543 Total			4	1
1205562	Field Auditor	Charter.com*	2	0
		Indeed.com*/Direct Employers	2	1
1205562 Total			4	1
1303126	Field Auditor	Charter.com*	2	0
		Employee Referral	1	1
		Google*	2	0
		Indeed.com*/Direct Employers	1	0
		Direct Employers	1	1
1303126 Total			7	2
1203596	Cust Sales & Serv Cntr Rep	Charter.com*	7	1
		Employee Referral	1	0
		Indeed.com*/Direct Employers	4	0
1203596 Total			12	1
1205069	Sup, Cust Sales & Serv Cntr	Charter.com*	1	1
1205069 Total			1	1
Grand Total			482	145

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
DirectEmployers Association	9002 N. Purdue Road, Suite 100	Indianapolis, Indiana 46268	www.directemployers.org	(317) 874-9000	no	5
AOL Jobs			www.aol.com		no	1
Charter.com			www.charter.com/careers		no	142
Indeed.com			www.indeed.com		no	121
Yahoo.com			www.yahoo.com		no	4
Americas Job Bank (State Job Bank)			www.americasjobbank.com		no	1
Cal Polytechnic State University (Cal Poly)	ATT:HR Department. Room 110. 1 Grand Ave.	San Luis Obispo, CA. 93407	Careerservices@calpoly.edu	905.756.2501	no	
Cal State Long Beach Career Center	1250 Bellflower Boulevard	Long Beach, CA 90840	Peggy Murphy Hayden	562.985.8468	no	1
Cal State University San Bernardino	5500 University Pkwy	San Bernardino, 92407-2318	Campus Recruiting- NACELINK		no	
Cal State University Northridge	18111 Nordhoff St	Northridge, CA, 91330	Campus Recruiting- NACELINK		no	
Cal State University Fullerton	800 N. State College Blvd	Fullerton, CA, 92831	Campus Recruiting- NACELINK		no	
Cal State Polytechnic University Pomona	3801 W Temple Ave	Pomona, CA, 91768	Campus Recruiting- NACELINK		no	
Cal State University Riverside	900 University Ave	Riverside, CA, 92521	Campus Recruiting- NACELINK		no	
Azusa Pacific University	901 E. Alostia Ave.,	Azusa, CA, 91702	Campus Recruiting- NACELINK		no	
Biola University	13800 Biola Avenue	La Mirada, CA, 90639	Campus Recruiting- NACELINK		no	
Pasadena City College	1570 E Colorado Blvd	Pasadena, CA, 91106	Campus Recruiting- NACELINK		no	
Career Builder			www.careerbuilder.com		no	13
Career One Stop	5200 Irwindale Avenue	irwindale. CA 91706	www.careeronestop.org		no	
County of San Bernardino	157 West Fifth Street, First Floor	San Bernardino CA 92415-044	www.csb-win.org		no	
Craigslist			www.craigslist.com		no	3
Dice			www.dice.com		no	
EDD Website / State of CA- EDD (www. CalJobs.ca.gov)	315 W 9th St Ste 200	Los Angeles, CA 90015	Maria Nevarez and Danielle Dutsch	323. 271.3253 800.758.0398	no	2
Employment Connection					no	
Facebook			www.facebook.com		no	
Google search engine			www.google.com		no	12
Internal- Intranet			UptoSpeed		no	
Irwindale Job Fair 2012	4920 Rivergrade Rd.	Irwindale, CA. 91706	Irwindale Chamber of Commerce		no	1
Jobs.com			Jobs.com		no	1
LinkedIn			www.linkedin.com		no	16
Monster			www.monster.com		no	16
Mt. San Antonio College (Mt. SAC)	1100 North Grand Avenue	Walnut, CA, 91789	Donna Paden, Job Developer - www.mtsac-csm.symplicity.com/employers	dpaden@mtsac.edu	no	1
Referrals (Employee)					no	123
Simply Hired			www.simplyhired.com		no	6
SLO OneStop	880 Industrial Way	San Luis Obispo, CA, 91789			no	
SLOjobs			www.slojobs.com		no	
Snagajob.com			www.snagajob.com		no	
SourceRight					no	5
Newspaper/TV/Radio Commercial					no	5
US Vets Organization	800 West Sixth Street, Suite 1505	Los Angeles, CA 90017	Herb	(323) 873-0355	no	2
Utilitiesjobs.com			www.utilitiesjobs.com		no	
Verdugo Job Center	1255 S Central Ave	Glendale, CA 91204	www.verdugojobcenter.org	(818) 409-0476	no	1

Vet Central Organization	528 S Broadway	Santa Maria, CA 93454			no	
West Covina Job Fair					no	
Westwood College	3250 Wilshire Blvd., Ste 400	Los Angeles, CA 90010	www.westwood.edu		no	

Note: Charter is a member of DirectEmployers Association. Through this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions, state workforce agencies and job bank(s), and organizations that distribute employment opportunities to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Choice Career Fairs. L.A. Convention Center (Meeting Room 403A) 1201 S Figueroa St. Los Angeles, CA 90015.	8/30/2012	Veteran's Recruiting Initiative
2	Geo Care Center- Marvin Gardens 9411 South Central Avenue Los Angeles, CA 90002 Phone: (323) 563-1126 Fax: (323) 563-2164	2013	*Reason- Community outreach and potential recruiting for their Probation to Work Program
3			
4			
5			